



LEROY D. BACA, SHERIFF

County of Los Angeles  
Sheriff's Department Headquarters  
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July 27, 2012

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

Dear Members of the Civil Grand Jury:

**RESPONSE TO THE FINAL REPORT OF THE 2011-12  
LOS ANGELES COUNTY CIVIL GRAND JURY**

Attached is the Los Angeles County Sheriff's Department's (Department) response to the 2011-12 Civil Grand Jury Report recommendations (Attachment A). The Civil Grand Jury's areas of interest specific to the Department included: the procurement and dispensing of medications for inmates, our processes related to the State of California Labor Code §4850 (on duty injuries), and a wide range of recommendations regarding staffing and facility improvements at Department patrol stations, jails, and several Los Angeles County Courthouses.

Should you have questions regarding our response, please contact Division Director Victor Rampulla at (323) 526-5357.

Sincerely,

LEROY D. BACA  
SHERIFF

*A Tradition of Service*

RESPONSE TO THE GRAND JURY FINAL REPORT

COUNTY OF LOS ANGELES – SHERIFF

SUBJECT: 2011-2012 GRAND JURY RECOMMENDATIONS FOR  
LABOR CODE §4850

RECOMMENDATION NO. 1

The Los Angeles County Sheriff (LASD) and Probation Departments should adopt the “carve-out” program, as used by the Fire Department, to expedite the process of referring injured workers to approved physicians and to reduce the frequency of LC 4850 eligibility disputes.

RESPONSE

LASD agrees with this recommendation. At this time, the Fire Department’s “carve-out” program has not been fully implemented. Once the program has been implemented, the Sheriff’s Department will evaluate it, and if appropriate, develop a process modeled after the Fire Department’s program.

RECOMMENDATION NO. 2

The Los Angeles County Sheriff, Fire and Probation Departments should continue to review all cases involving presumptive injuries to assure that each in question is job related.

RESPONSE

LASD agrees with this recommendation, and will continue this practice through our third party administrator, Tristar Risk Management.

RECOMMENDATION NO. 3

The Los Angeles County Sheriff and Probation Departments should adopt the practice of the Fire Department by gathering statistics to determine the most common and job prevalent on-the-job injuries, and use these statistics to develop specific injury prevention and mitigation programs and training.

RESPONSE

LASD agrees with this recommendation. The Department's Risk Management Bureau is responsible for compiling the statistics associated with on-the-job injuries. This information is then compiled in the Injury, Illness and Prevention Program (IIPP) report and is used to develop training sessions and informational bulletins educating employees on how to best avoid or prevent injuries related to specific activities.

RECOMMENDATION NO. 4

The Los Angeles County Sheriff, Fire, and Probation Departments should scrutinize requests from injured workers seeking to renew additional years of 4850 status by considering whether changes of medical tests, exams, and treatment plans have occurred.

RESPONSE

LASD agrees with this recommendation. The Department and Tristar Risk Management will continue to review all worker's compensation claims to ensure employees do not manipulate the system to extend their LC 4850 benefits. Some employees submit claims for separate injuries, which allows for a year of LC 4850 benefits for each admitted injury. However, if appropriate, Tristar and the Department will ensure the claims are evaluated and run concurrently, rather than consecutively, thus eliminating potential abuse.

RECOMMENDATION NO. 5

The Los Angeles County Sheriff, Fire, and Probation Departments should ensure that the guidelines and standards established by the Medical Treatment Utilization Schedule (MTUS), which includes American College of Occupational and Environmental Medicine (ACOEM) recommendations, are used when setting treatment plans and time off from work in order to reduce excessive absences.

RESPONSE

LASD agrees with this recommendation. The Department, through Tristar Risk Management and Corvel Corporation, our medical management company, will continue to use the ACOEM guidelines to establish appropriate treatment plans. In addition, this effort is overseen and monitored by the Chief Executive Office of Los Angeles County.

RECOMMENDATION NO. 6

The Los Angeles County Sheriff's Department should consider using non-sworn personnel to transport and accompany injured workers to the primary treating physicians, allowing sworn officers to continue mission-specific duties.

RESPONSE

LASD agrees with this recommendation, where appropriate. The Sheriff's Department's policy is for a supervisor to take the injured employee to be treated. In many cases, the supervisor may be non-sworn. There are cases where the supervisor is a sworn employee and public safety, as well as the overall mission of the Department are not negatively impacted. In many instances, more than one supervisor is on duty, allowing one to accompany the employee. Additionally, the role of the supervisor, whether sworn or non-sworn, is to provide the treating physician with information related to the availability of limited duty positions and the specific duties to be performed by the employee. This effort has proven effective in reducing or eliminating time off as the physician can make an educated determination if the employee's condition qualifies them to be returned to work in a limited duty capacity.

RECOMMENDATION NO. 7

The Los Angeles County Sheriff's Department should consider the use of non-sworn personnel or sworn personnel on modified duty to monitor the activities of workers on LC 4850 leave to ensure full compliance with medical plans, allowing sworn officers to continue with mission-specific duties.

RESPONSE

LASD does not agree with this recommendation. It is the practice of the Sheriff's Department to utilize a supervisor, typically in the unit's operations staff, to manage injured employees. Sworn, non-supervisory, employees are not used to monitor and/or manage employees. It would not be appropriate to have non-supervisory personnel privy to information about other employee's medical condition and personal information. By utilizing the operation's staff, public safety and the overall mission of the Department are not compromised.

RECOMMENDATION NO. 8

The Los Angeles County Sheriff, Fire, and Probation Departments should review and compare the frequency of employees' LC 4850 initial claim dates that immediately precede their retirement dates, to determine if the LC 4850 program is being used in accordance with its intent.

RESPONSE

LASD agrees with this recommendation. The Sheriff's Department will conduct a review of 2011 LC 4850 expenditures compared to 2011 retirements in an effort to reduce or eliminate possible abuse. However, it should be noted, many sworn employees postpone the treatment of injuries to the latter part of their careers in order to minimize the negative impact on the overall mission of the Department.

RESPONSE TO THE GRAND JURY FINAL REPORT

COUNTY OF LOS ANGELES – SHERIFF

SUBJECT: 2011-2012 GRAND JURY RECOMMENDATIONS FOR  
DETENTION COMMITTEE

RECOMMENDATION NO. 1

Alhambra Courthouse

- Provide secure holding cell for detainees awaiting court procedures on the 2<sup>nd</sup> floor.

RESPONSE

LASD agrees with this recommendation. The State of California has jurisdiction regarding any physical changes, upgrades or repairs to courthouses within Los Angeles County. This recommendation should be forwarded to Acting Director Henry Hernandez, Superior Court Facilities and Capital Projects. He can be contacted at (213) 974-5305.

RECOMMENDATION NO. 2

Avalon Station

- Repair electrical wiring in the station.
- Improve ergonomics in the workstations.
- Provide video surveillance in the station.
- Provide soft floor in the sobering cell.

RESPONSE

LASD agrees with these recommendations. The Department's Facilities Planning Bureau will conduct an assessment of the station's electrical system, sobering cell and employee work stations as well as the potential effectiveness of a video surveillance system.

RECOMMENDATION NO. 3

Century Regional Detention Facility

- Increase staffing ratios to allow for overtime if necessary.

RESPONSE

LASD agrees with this recommendation. Current budget restraints preclude any significant increases in permanent staffing or the use of overtime.

RECOMMENDATION NO. 4

East Los Angeles Station

- Provide standard soft flooring in sobering cell.
- Provide jail with a dedicated telephone line.

RESPONSE

LASD agrees with these recommendations. The Department's Facilities Planning Bureau will conduct an assessment of the station's sobering cell and the effectiveness of installing a dedicated telephone line into the jail.

RECOMMENDATION NO. 5

Glendale Courthouse

- Arrange transportation so public does not share open area with inmates waiting for transportation.
- Address sally port for public and personnel safety.

RESPONSE

LASD agrees with these recommendations. The State of California has jurisdiction regarding any physical changes, upgrades or repairs to courthouses within Los Angeles County. This recommendation should be forwarded to Acting Director Henry Hernandez, Superior Court Facilities and Capital Projects. He can be contacted at (213) 974-5305.

RECOMMENDATION NO. 6

Industry Station

- Repair visitation booth.

RESPONSE

LASD agrees with this recommendation, the Department's Facility Services Bureau will make the necessary repairs.

RECOMMENDATION NO. 7

Men's Central Jail

- Improve and increase number of grab bars in shower area.
- Increase staffing ratios to allow for overtime if necessary.

RESPONSE

LASD agrees with these recommendations, and in the last several years has made significant physical improvements at Men's Central Jail to inmate housing, recreation, and educational areas. Budget restraints preclude any significant increases in permanent staffing or the use of overtime.

RECOMMENDATION NO. 8

Mental Health Courthouse

- Remodel the facility as possible.

RESPONSE

LASD agrees with this recommendation. The State of California has jurisdiction regarding any physical changes, upgrades or repairs to courthouses within Los Angeles County. This recommendation should be forwarded to Acting Director Henry Hernandez, Superior Court Facilities and Capital Projects. He can be contacted at (213) 974-5305.

RECOMMENDATION NO. 9

Metropolitan Traffic Courthouse

- Provide video equipment for security.
- Update toilets.

RESPONSE

LASD agrees with this recommendation, the Department's Facility Planning Bureau will assess the potential effectiveness of a video surveillance system, Facilities Services Bureau will assess the toilets.

RECOMMENDATION NO. 10

Pitchess Detention Center – East Facility

- Increase staffing for security.



RESPONSE

LASD agrees with this recommendation. Current budget restraints preclude any significant increases in permanent staffing or the use of overtime.

RECOMMENDATION NO. 11

Pitchess Detention Center – South Facility

- Increase staffing for security.
- Provide video surveillance in the barracks and dining rooms in the South facility.

RESPONSE

LASD agrees with these recommendations. Current budget restraints preclude any significant increases in permanent staffing or the use of overtime. The Department's Facilities Planning Bureau will conduct an assessment of the facility to determine the effectiveness of installing a video surveillance system.

RECOMMENDATION NO. 12

Pitchess Detention Center – North County Correctional Facility

- Increase staffing for security.

RESPONSE

LASD agrees with this recommendation. Current budget restraints preclude any significant increases in permanent staffing or the use of overtime.

RECOMMENDATION NO. 13

Santa Clarity Valley Station

- Provide soft flooring for sobering cells.
- Provide video equipment to monitor cells.
- Construct a sally port.
- Address staffing issues.

RESPONSE

LASD agrees with these recommendations. The Department's Facilities Planning Bureau will conduct an assessment of the station's jail area as well as the effectiveness of installing a video surveillance system. Regarding staffing, the Department ensures on a regular basis that vacancies are evenly distributed throughout the Department, as to not place an unfair burden on the personnel of any individual station.

RECOMMENDATION NO. 14

Van Nuys (West) Court

- Provide a printed copy of Policies and Procedures for staff use.

RESPONSE

LASD agrees with this recommendation in principle, however all Department and unit policies and procedures are available online, saving the County printing and administrative costs. Court Services Bureau personnel will ensure that all units possess up-to-date policies and procedures.

RESPONSE TO THE GRAND JURY FINAL REPORT

COUNTY OF LOS ANGELES – SHERIFF

SUBJECT: 2011-2012 GRAND JURY RECOMMENDATIONS FOR  
MEDICATIONS FOR INMATES

RECOMMENDATION NO. 1

The Los Angeles County Sheriff's Department should provide a system similar the C-2 PYXIS system for maintaining a perpetual inventory system for all medications supplied to the Los Angeles County Sheriff's Department pharmacies.

RESPONSE

LASD agrees with this recommendation. The Department is actively working on identification and selection of a perpetual drug inventory system that integrates with Jail Health Information System (JHIS), the LASD Medical Services Bureau electronic health record, the Cardinal drug wholesaler's technologies, and eCAPS, a countywide purchasing and accounting system.

RECOMMENDATION NO. 2

The Los Angeles County Sheriff's Department pharmacy personnel should reduce the daily costs of medications prescribed by doctors for inmate needs through the increased use of generic drugs as they become available.

RESPONSE

LASD agrees with this recommendation and is already in compliance. As generic forms of medications become available, AutoMed machine cassettes are recalibrated to accept the generic form of the medication.

RECOMMENDATION NO. 3

The Los Angeles County Sheriff's Department pharmacy personnel should increase the use of automated dispensing of medications via the AutoMed System to a staff-recommended level of 75% of all medications to provide better control and accuracy of dispensed medications.

RESPONSE

LASD agrees with this recommendation, and has purchased two (2) additional AutoMed machines to expand automated medication dispensing at Men's Central Jail and the Pitchess Detention Center, North County Correctional Facility.

RECOMMENDATION NO. 4

The Los Angeles County Sheriff's Department pharmacy should use an automated system for monitoring and recording all medications dispensed via the AutoMed System.

RESPONSE

LASD agrees with this recommendation. The Department's Medical Services Bureau Jail Health Information System (JHIS) already records patient specific drugs dispensed via the AutoMed system. The JHIS system records all medication administration records as medication is administered to patients by nursing personnel.

RECOMMENDATION NO. 5

LASD should provide additional space to maintain adequate working areas for pharmacy personnel and storage of all medications at Men's Central Jail and Century Regional Detention Facility.

RESPONSE

LASD agrees with this recommendation. The Department's Medical Services Bureau plans to re-evaluate the operational needs of both the MCJ and CRDF pharmacies and seek additional space to maintain adequate working and storage areas as recommended.

RECOMMENDATION NO. 6

LASD should continue its plans to open a State-licensed pharmacy at Pitchess Detention Center within the next fiscal year.

RESPONSE

LASD agrees with this recommendation. Medical Services Bureau has already obtained the pharmacy license for the North County Correctional Facility. Facilities Planning Bureau has completed the cost estimate to renovate the location, and funds have been identified for the project. Equipment and supplies for the new pharmacy have been ordered.